



MISSOURI STATE BOARD OF NURSING

Fiscal Year 2019 Annual Report
July 1, 2018 - June 30, 2019



Welcome to Missouri State Board of Nursing

Mission Protect the public's health and safety through regulation of nursing education, licensure and practice.

This Fiscal Year 2019 Annual Report is respectfully submitted to:

The Honorable Governor,
Michael L. Parson

Chlora Lindley-Myers, Director
Department of Commerce and Insurance

Sarah Ledgerwood, Interim Director
Division of Professional Registration

and
Members of the Nursing Profession and the Public



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Missouri State Board of Nursing

Board Members FY 2019



Anne Heyen

DNP, RN, CNE
President



Mariea Snell

APRN, DNP, MSN, RN,
FNP-BC
Vice President



Bonny Kehm

PhD, RN
Secretary



**Adrienne Anderson
Fly**

JD
Public Member



Terri Stone

APRN, DNP, FNP-BC,
AOCNP, RN
Member



Robert Walsh

APRN, MBA, MS, PhD,
CRNA
Member



Julie Miller

APRN, DNP, MBA, FNP-BC,
NEA-BC, CNOR (E)
Member



Sheila Ray

APRN, DNP, CRNA
Member

FY 2019 BOARD OF NURSING EXECUTIVE TEAM

Lori Scheidt, MBA-HCM, Executive Director

Elizabeth Willard, BA, Director of Operations

Quinn Lewis, BS, Director of Enforcement

Janet Wolken, MBA, RN, Director of Compliance

Debra Funk, BSN, RN, Director of Practice

Angela Marmion, JD, General Counsel

Angie Morice, Director of Licensure

Ingeborg “Bibi” Schultz, MSN, RN, Director of Education

FY 2019 BOARD OF NURSING TEAM MEMBERS

ADMINISTRATION

Gretchen Ihms, Processing Tech II —*effective 7/09/18*

INVESTIGATIONS

Kirstan Chambers, Investigator I

Tamra Jenkins, Investigator II

Marvin McCrary, Investigator II

Eric Weddle, Investigator II

Dean France, Investigator II

EDUCATION

Ryan House, MSN, RN, Education Compliance Officer

Mallory Ainsworth, Education Office Assistant

PRACTICE

Ashely Williams, Processing Tech III

COMPLIANCE

Amber Cundiff, Paralegal —*effective 7/23/18*

LEGAL

Kristi Gilpin, Senior Paralegal

Kevin Hall, Associate General Counsel

Marcella Forck, Associate General Counsel

LICENSURE

Michelle Cartee, Processing Tech III

Rita Juergens, Processing Tech III

PROCESSING TECHNICIANS

Ashley Schulte

Whitney Yancey—*through 8/31/18*

Kassidy Kliegel

Gretchen Ihms —*through 7/08/18*

Alicia Kemp —*through 8/21/18*

Ashley Strop —*effective 9/24/18 through 9/28/18*

Jordan Lenox —*effective 10/09/18 through 11/16/18*

Amy Turner —*effective 10/17/18*

Sarah Barickman —*effective 7/26/18*



HIGHLIGHTS OF FISCAL YEAR 2019

The mission of the Missouri State Board of Nursing is to protect the public's health and safety through regulation of nursing education, licensure, and practice. In FY2019, the Board worked diligently to improve services and strengthen programs for public protection. Highlights of the Board's work are listed below:

WORKFORCE

- Added the workforce data elements to Nursys e-Notify so workforce related information can be provided by the nurse during license renewal. This information is used for the purposes of nursing workforce research. A total of **134,197 (87.9%) of Missouri-licensed nurses** were enrolled in Nursys e-Notify.

EDUCATION

- To date, 41 individuals from the **Air Force Nursing Services Practical Nurse (PN) Training Program – Basic Medical Technician Corpsman Program (BMTCP) 4N051/4N071 (4N training program)** have been licensed as LPNs.
- The Missouri State Board of Nursing convened a Military Advisory Panel. The panel is comprised of 14 members that actively serve in the armed forces, nurse educators and practice partners that are ready to lend their expertise to foster implementation of optimal pathways to best utilize military education, training and service to gain academic eligibility to apply for nurse licensure in Missouri.
- On May 22, 2019 the Missouri State Board of Nursing (Board) hosted a meeting with Air Force officials representing command staff for the Air Force nursing service. This meeting was conducted as part of the Board's ongoing commitment to foster academic pathways for members of the armed forces to work towards licensure as a nurse.
- The Board funded professional nursing programs under the **Board's Nursing Education Incentive Program**. The State of Missouri established, through legislative action and appropriation of funds, the "Nursing Education Incentive Program" in order to increase the physical and educational capacity of nursing education programs in Missouri. In 2019 the Board of Nursing awarded \$777,462 to eligible nursing schools. Since inception of incentive funding in 2011, Missouri nursing programs have received a total \$6,111,455.
- This year's Innovative Best Practice (IBP) in Nursing Education Conference April 5, 2019 was co-sponsored by the Missouri State Board of Nursing with State Fair Community College. There were 141 nurse educators from all levels of nursing education present. The Workshop was offered free of charge all to attendees. Objectives for this year's Conference were centered around active learning strategies, clinical simulation and student engagement in on-line learning.

COMPLIANCE

- Two different types of **alternative to discipline programs** to remove impaired nurses from practice in a more timely fashion and increase public protection were implemented. In FY2019, 27 licensees entered the Intervention Program and 10 licensees entered the Alternative Program. In FY 2019, five individuals violated the terms of the Intervention Program and one individual violated the terms of the Alternative Program.
- The Board held board committee meetings every two weeks followed by full board mail ballots to ensure timely resolution of complaints. **Twenty Consumer Protection Conference Calls were held in FY2019.**

INVESTIGATIONS

- The average number of days to complete an investigation was 41 days.

LEGAL

- The Board employs three attorney team members with a combined 47 years' experience.
- The Board experienced a decline in performance and increase in contract costs in 2019 due to vacancies. Lack of competitive pay impacts the board's ability to carry out its mission:

	Performance Improvement with In-House Attorneys and Paralegals Comparing 2008 to 2019		
	2008	2019	Change
Board Decisions	1,605	1,760	9% increase
Board Hearings	106	147	28% increase
RNs Licensed	87,798	108,447	19% increase
LPNs Licensed	24,646	23,612	4% decrease
Contract Attorney Fees	\$184,143.32	\$75,544.25	59% reduction
Calendar Days to Complete a Case: From Receipt of Complaint to Final Resolution	284	131	54% improvement

LICENSURE

- The average number of days to issue a temporary permit to Registered Nurses was **6.77 calendar days** and for Licensed Practical Nurses was **7.11 calendar days**.
- In FY2019, the board of nursing changed licensure applications to require evidence of lawful presence in order to comply with 8 U.S.C.A. §1621, which requires evidence of lawful presence prior to granting a professional license. This has increased the application processing time.
- Answered **52,374 telephone calls**.
- Revised all instruction letters and applications for licensure to ensure that the process was streamlined and easily understood by applicants.
- Continued to use Nursys.com for license verification purposes. This improves customer service because nurses can request verifications online 24 hours a day and verifications are immediately available. Utilization of Nursys.com also strengthens our fraud prevention efforts. A total of **6,515** of Missouri nurses requested that their Missouri license be verified to another state and **3,465** nurses licensed in other states requested verification into Missouri.
- Continued to urge nurses and employers to enroll in Nursys e-Notify for many reasons. Enrollment in this system alerts the institution and/or nurse before a license expires and when it expires. Alerts are sent to the enrollee any time any discipline is attached to the enrolled license. For a nurse enrollee, this system can help prevent any fraudulent licenses or certificates being issued in the nurse's name. Missouri is a member of the nurse licensure compact. A multi-state license is tied to the nurse's primary state of residence. A change to a nurse's primary state of residence could change the multi-state license status. This system will notify the enrollee if that status changes. When a nurse submits a license renewal online, the license is not automatically renewed. This system notifies the enrollee when the license is renewed. This system pushes notification of changes to the enrollee rather than having to continually re-query the system. A total of **1,214 institutions accounting for 105,846 nurses** were enrolled in the institution e-Notify. A total of **134,197 (87.9%) of Missouri-licensed nurses** were enrolled in nurse e-Notify.

OPERATIONS

- **91% of nurses, 100% of employers, and 100% of nurse educators** in Missouri indicated the timeliness of the response on an email inquiry as excellent or good.

LEADERSHIP

Bibi Schultz, Director of Education

- NCSBN Nursing Education Outcomes and Metrics Committee. Terms runs September 2016 through August 2018.

Lori Scheidt, Executive Director

- Re-elected to the National Council of State Boards of Nursing's (NCSBN) Board of Directors for a two year term that began August 2018.
- Presented at a national conference on fraud detection.
- Served as a member Nurse Licensure Compact Compliance Committee.

PRACTICE

- The practice section performed **25 presentations** about the Missouri Nurse Practice Act and the Board of Nursing. Of those, 13 presentations were to schools of nursing, one was to a community RN group, five were to school nurse groups, five were APRN related groups and one to a Department of Mental Health group.
- Continued to provide timely in-person responses to hundreds of email and phone inquiries.
- Continued to build and reinforce relationships with other health care related state agencies and associations/organizations.





EDUCATION STATISTICS

NURSING PROGRAMS

In FY 2019 there were 99 schools with Missouri State Board of Nursing approval to provide nursing education leading to initial licensure. The schools included 41 Practical Nursing programs, 29 Associate Degree programs, 1 Diploma program, and 28 Baccalaureate Degree programs.

MISSOURI PRACTICAL NURSING PROGRAMS

Full Approval Unless Otherwise Specified

Air Force Nursing Services	Nevada Regional Technical Center
Applied Technology Services—South County	North Central Missouri College—Trenton
Applied Technology Services—MET Center	North Central Missouri College—Maryville
Bolivar Technical College	North Central Missouri College—Bethany
Cape Girardeau Career and Technology Center	Ozarks Technical Community College—Lebanon
Carthage Technical Center	Ozarks Technical Community College—Table Rock
Cass Career Center	Ozarks Technical Community College—Springfield
Clinton Technical School	Pike-Lincoln Technical Center
Concorde Career College (Conditional Approval; Full Approval Reinstated July 2019)	Rolla Technical Center
Franklin Technology Center	Saline County Career Center
Hannibal—LaGrange University PN Program	Sikeston R-6
Hillyard Technical Center (Conditional Approval)	South Central Career Center
Jefferson College Bi-level Program	St. Charles Community College
Kirksville Area Technical Center	St. Louis College of Health Careers (Conditional Approval)
Lex La-Ray Technical Center	State Fair Community College—Sedalia
Metropolitan Community College—Penn Valley (Conditional Approval)	State Fair Community College—Eldon Satellite Site
Mineral Area College	State Technical College of Missouri
Moberly Area Community College	Texas County Technical College
Moberly Area Community College—Columbia (formerly Columbia Public Schools)	Three Rivers College—Kennett Satellite Site
Moberly Area Community College—Mexico	Three Rivers College—Poplar Bluff
	Warrensburg Area Career Center
	Washington School of Practical Nursing
	Waynesville Career Center

MISSOURI ASSOCIATE DEGREE PROGRAMS

Full Approval Unless Otherwise Specified

Bolivar Technical College	Crowder College—Cassville
Columbia College	Crowder College—McDonald County
Columbia College—Lake Ozark Satellite Site	Crowder College—Neosho
Cox College	Crowder College—Nevada

East Central College—Rolla
 East Central College—Union
 Hannibal La-Grange University
 Jefferson College Bi-Level Program
 Lincoln University—Fort Leonard Wood
 Mercy College of Nursing and Health Sciences SW Baptist
 University —Salem Satellite Site
 Mercy College of Nursing and Health Sciences SW Baptist
 University
 Metropolitan Community College—Penn Valley
 Mineral Area College
 Missouri State University—West Plains
 Moberly Area Community College—Moberly
 Moberly Area Community College—Kirksville Satellite Site
 Moberly Area Committee College—Mexico Satellite Site
 North Central Missouri College
 North Central Missouri College—Maryville

Ozarks Technical Community College
 Ozarks Technical Community College— Table Rock Satellite
 Site
 Southeast Missouri Hospital College of Nursing and Health
 Sciences (Conditional Approval)
 St. Charles Community College
 St. Louis Community College—Florissant Valley
 St. Louis Community College—Forest Park
 St. Louis Community College—Meramec
 State Fair Community College—Sedalia
 State Fair Community College—Eldon Satellite Site
 State Technical College of Missouri (Initial Approval)
 Texas County Technical College
 Three Rivers College—Poplar Bluff
 Three Rivers College—Sikeston Satellite Site

MISSOURI BACCALAUREATE DEGREE PROGRAMS

Full Approval Unless Otherwise Specified

Avila University
 Blessing-Rieman College of Nursing
 Central Methodist University
 Central Methodist University—Columbia Satellite Site
 Chamberlain University College of Nursing
 College of the Ozarks
 Columbia College (Initial Approval)
 Cox College
 Cox College—Houston Satellite Site
 Goldfarb School of Nursing at Barnes-Jewish College
 Graceland University School of Nursing
 Lincoln University
 Maryville University
 Mercy College of Nursing and Health Sciences SW Baptist
 University (Initial Approval)
 Missouri Baptist University (Initial Approval)

Missouri Southern State University
 Missouri State University Springfield
 Missouri Valley College
 Missouri Western State University
 Park University (Initial Approval)
 Research College of Nursing
 Southeast Missouri State University
 St. Louis University
 St. Luke's College of Health Sciences
 Truman State University
 University of Missouri—Columbia Sinclair School of Nursing
 University of Missouri—Kansas City
 University of Missouri—St. Louis College of Nursing
 University of Central Missouri
 William Jewell College

MISSOURI DIPLOMA PROGRAMS

Full Approval Unless Otherwise Specified

Lutheran School of Nursing (Conditional Approval)

NCLEX® EXAMINATION RESULTS

CALENDAR YEAR 2018

Appointments for taking the National Council Licensure Examination (NCLEX®) for Registered Nurses and Licensed Practical Nurses are authorized by the Board.

	Number taking the test for the first time	Number that passed	Percentage that passed
U.S. RNs	163,207	144,111	88.30%
Missouri RNs	3,757	3,402	90.55%
U.S. LPNs	47,044	40,424	85.93%
Missouri LPNs	1,083	982	90.67%

LICENSURE STATISTICS (7/1/2018-6/30/2019)

	Registered Nurse	Licensed Practical Nurse
Licensure by Examination (includes nurses not educated in Missouri)	4,169	1,129
Licensure by Endorsement	2,321	224
Licensure by Renewal of a Lapsed or Inactive License	1,165	409
Number of RNs & LPNs holding a current nursing license in Missouri as of 6/30/2019	108,447	23,612

There were 1,313 new Advanced Practice Registered Nurse (APRNs) recognized in Fiscal Year 2019.

There were 11,230 APRNs recognized as of 6/30/2019.

There were 349 APRNs granted Controlled Substance Prescription Authority in FY2019.

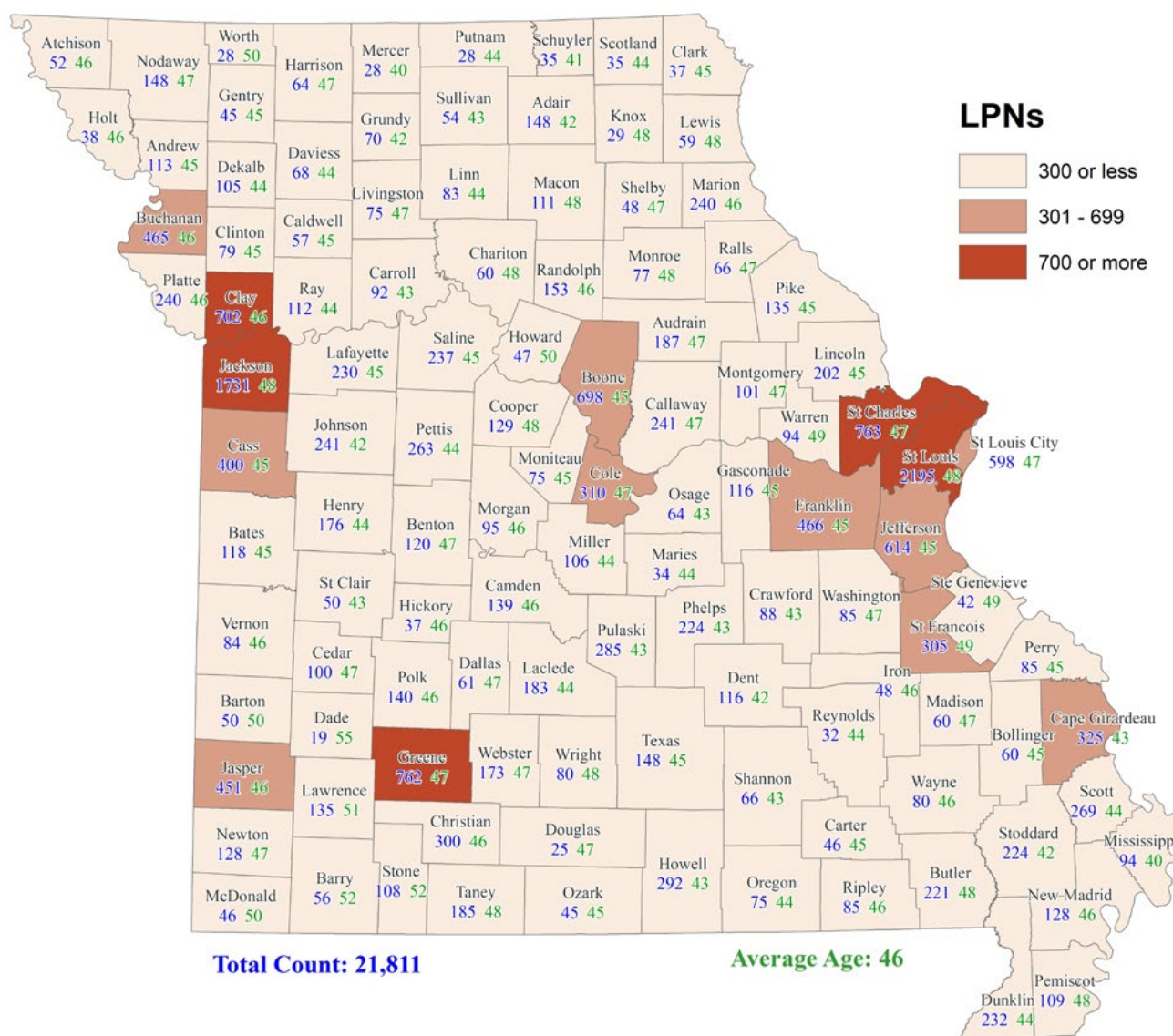
There were 2,200 APRNs with Controlled Substance Prescription Authority as of 6/30/2019.

AVERAGE AGE OF NURSES

The average age of nurses continues to stay about the same. This is based on all nurses licensed in Missouri, regardless of where they reside.

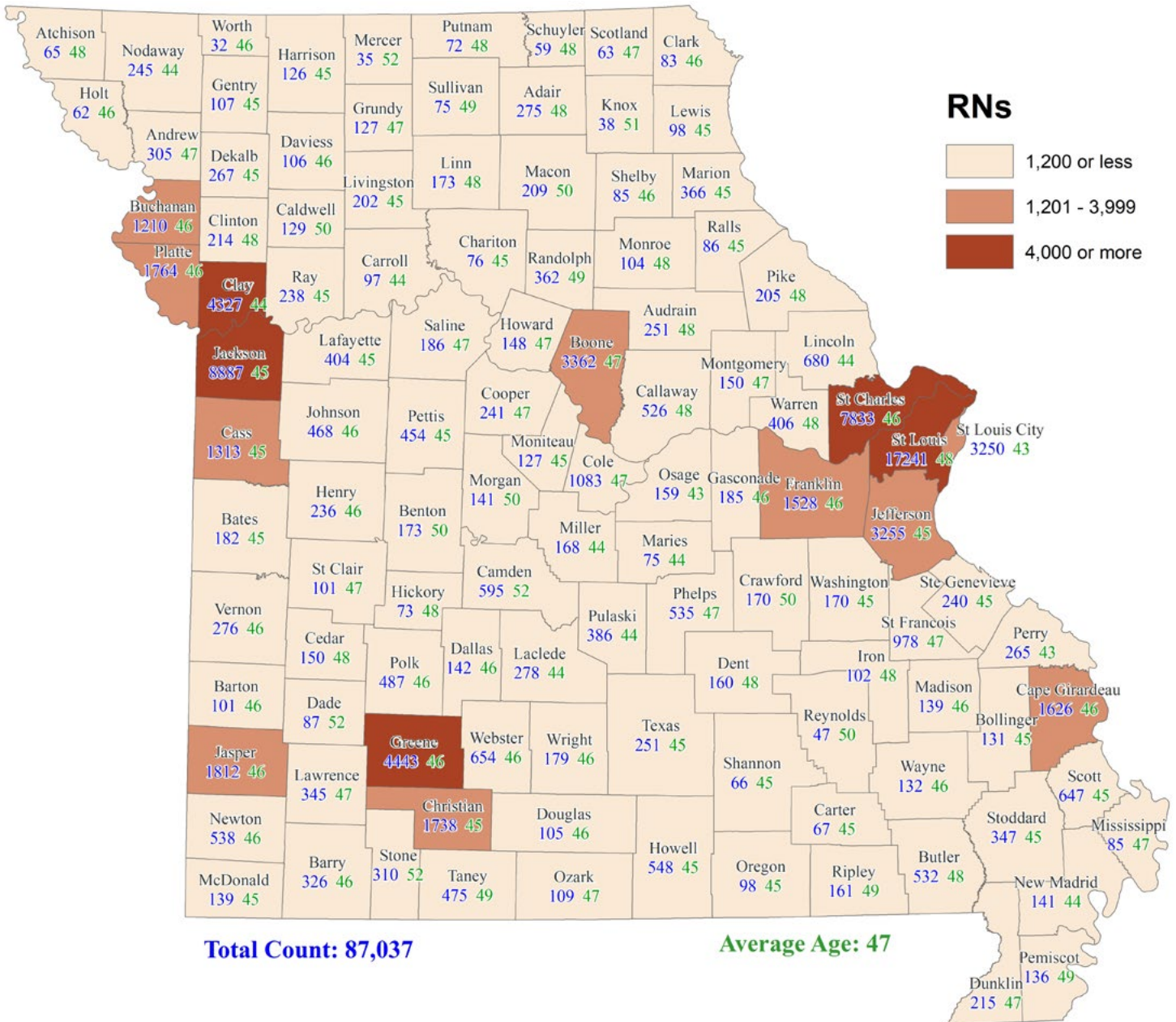
The following three maps depict the average age by county and the count of the number of nurses in each county that had a current Missouri nursing license and Missouri address as of July 1, 2019.

MISSOURI LICENSED PRACTICAL NURSES

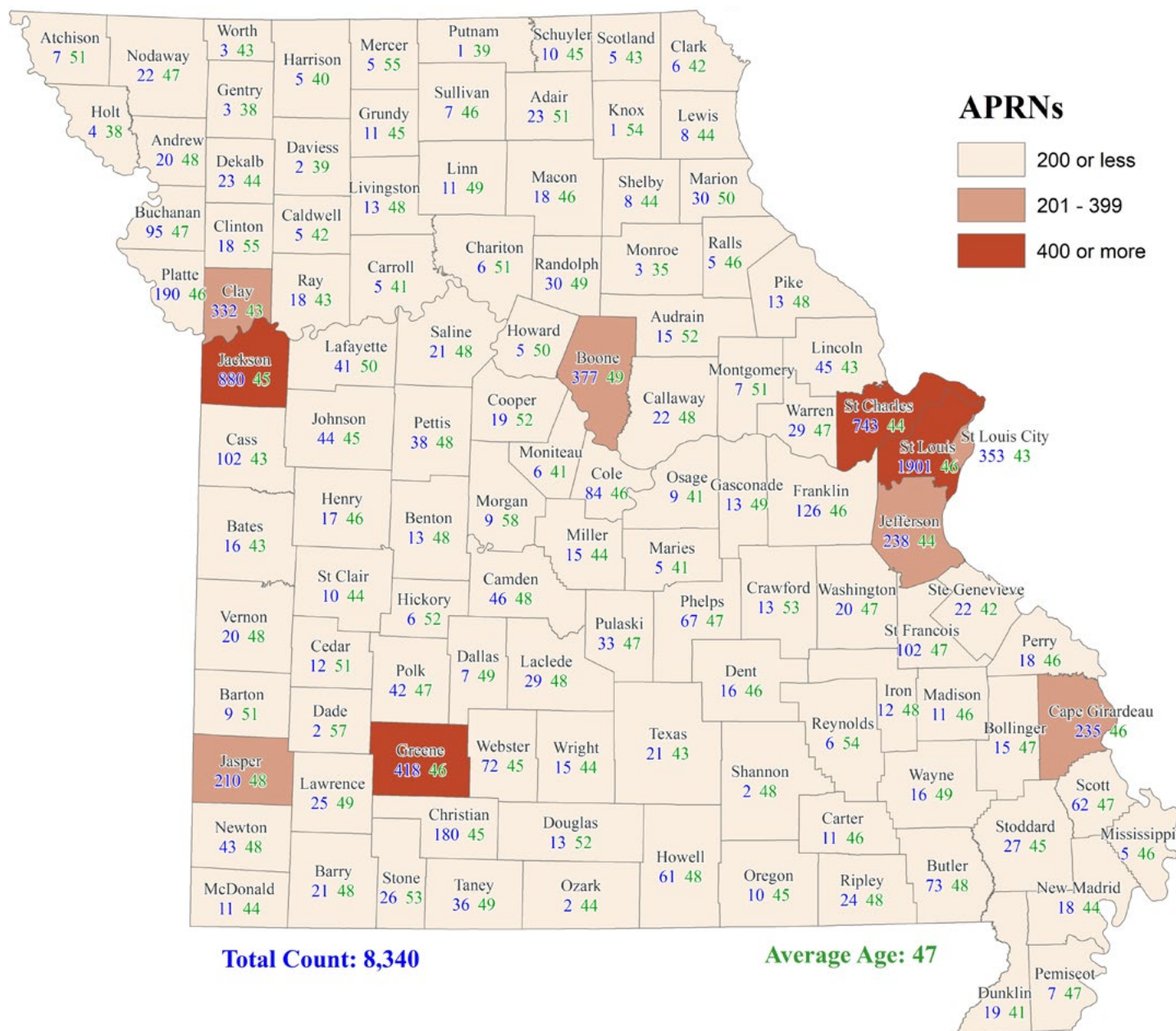


Source: Missouri State Board of Nursing - 2019

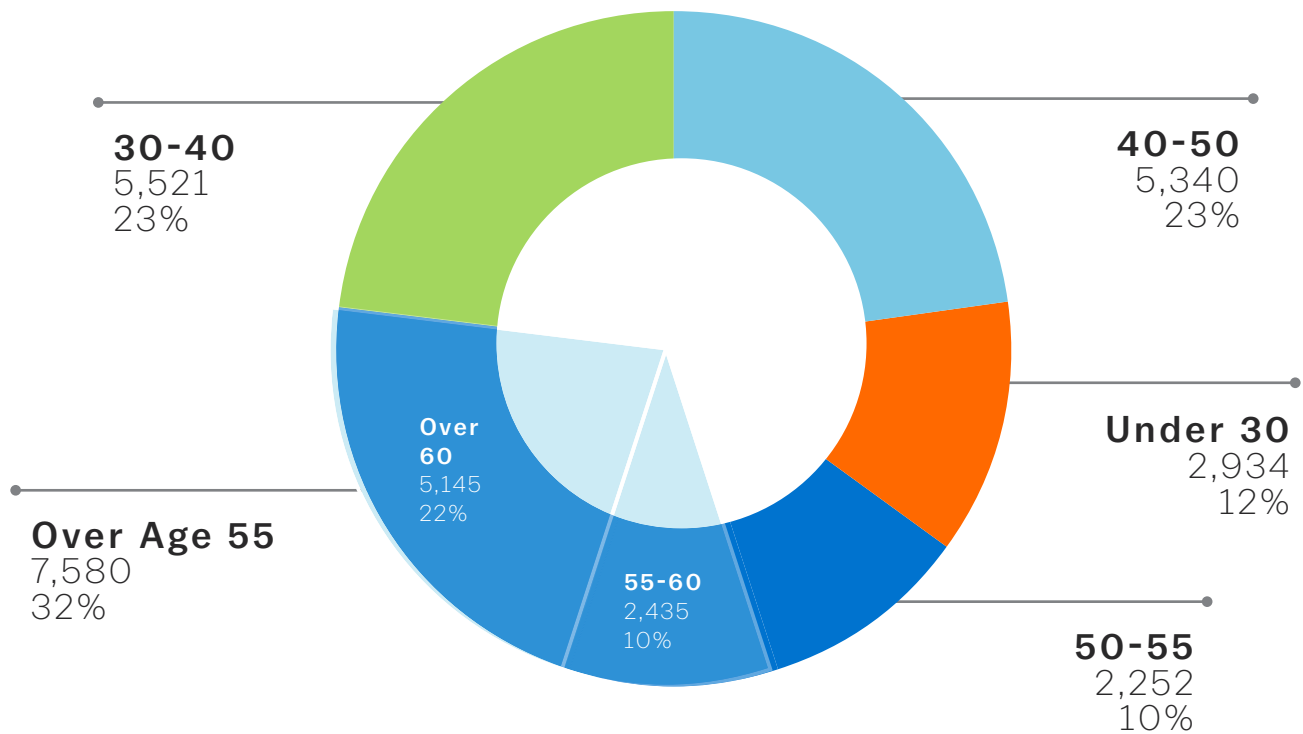
MISSOURI REGISTERED NURSES



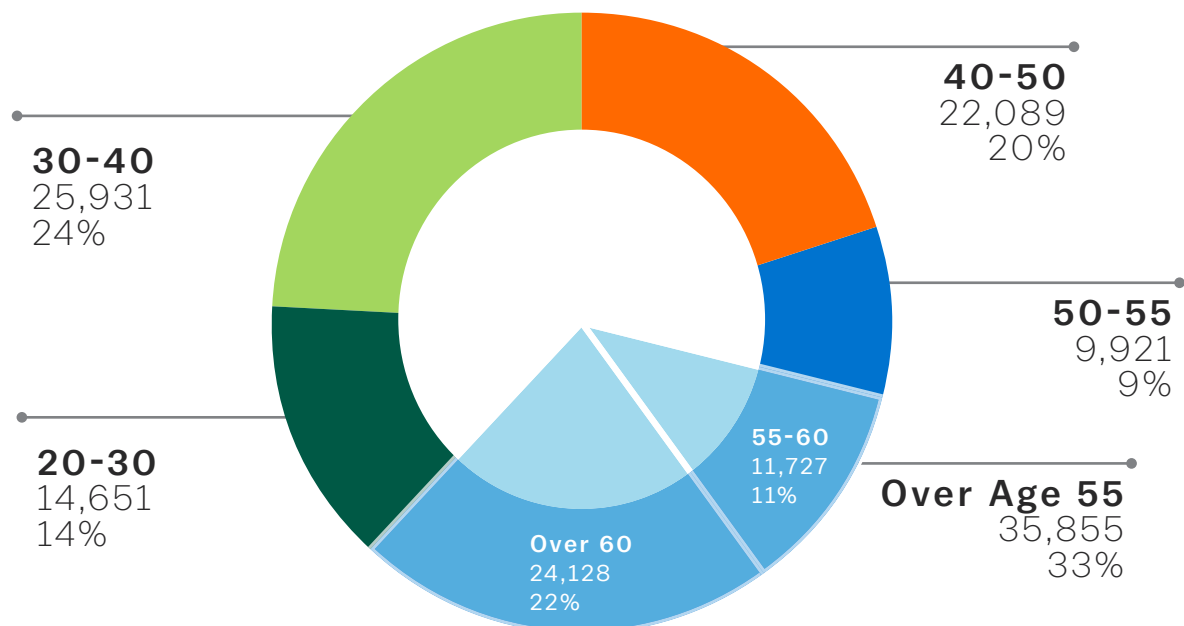
MISSOURI ADVANCED PRACTICE REGISTERED NURSES



LICENSED PRACTICAL NURSES AGE DISTRIBUTION



REGISTERED NURSE AGE DISTRIBUTION



DISCIPLINARY ACTIONS

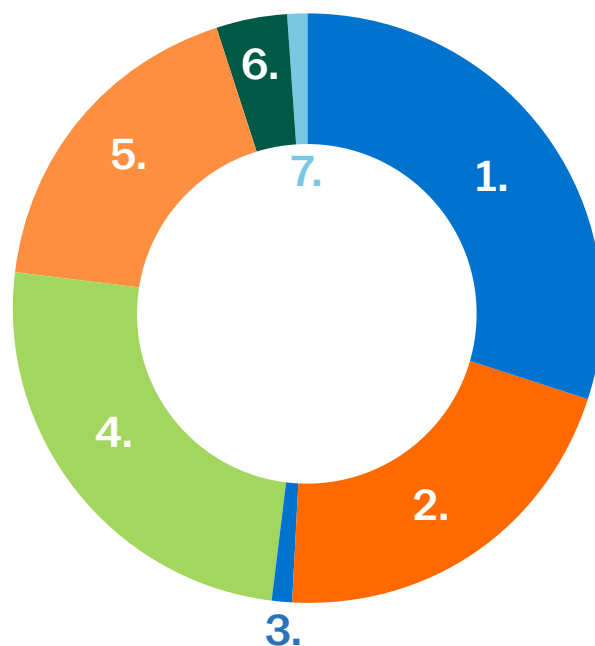
Complaints are received from many sources, both mandatory reporters (hospitals, ambulatory surgical centers, temporary nursing staffing agencies, nursing homes, nursing facilities as defined in Chapter 198, or any entity that employs or contracts with licensed health care professionals to provide health care services to individuals) and others (employers, public, etc.) All complaints that are filed against the license of a nurse are reviewed to determine what action should be taken by the Board. Following an investigation into the matter, the Board may either pursue disciplinary actions or non-disciplinary actions. The latter includes taking no action or issuing a letter of concern for the conduct. If the Board determines disciplinary action is appropriate, one of the following disciplinary actions may be pursued: censure, probation, suspension, and/or revocation. The Board may also accept a voluntary surrender of a license, which may or may not be deemed disciplinary action.

HEARINGS

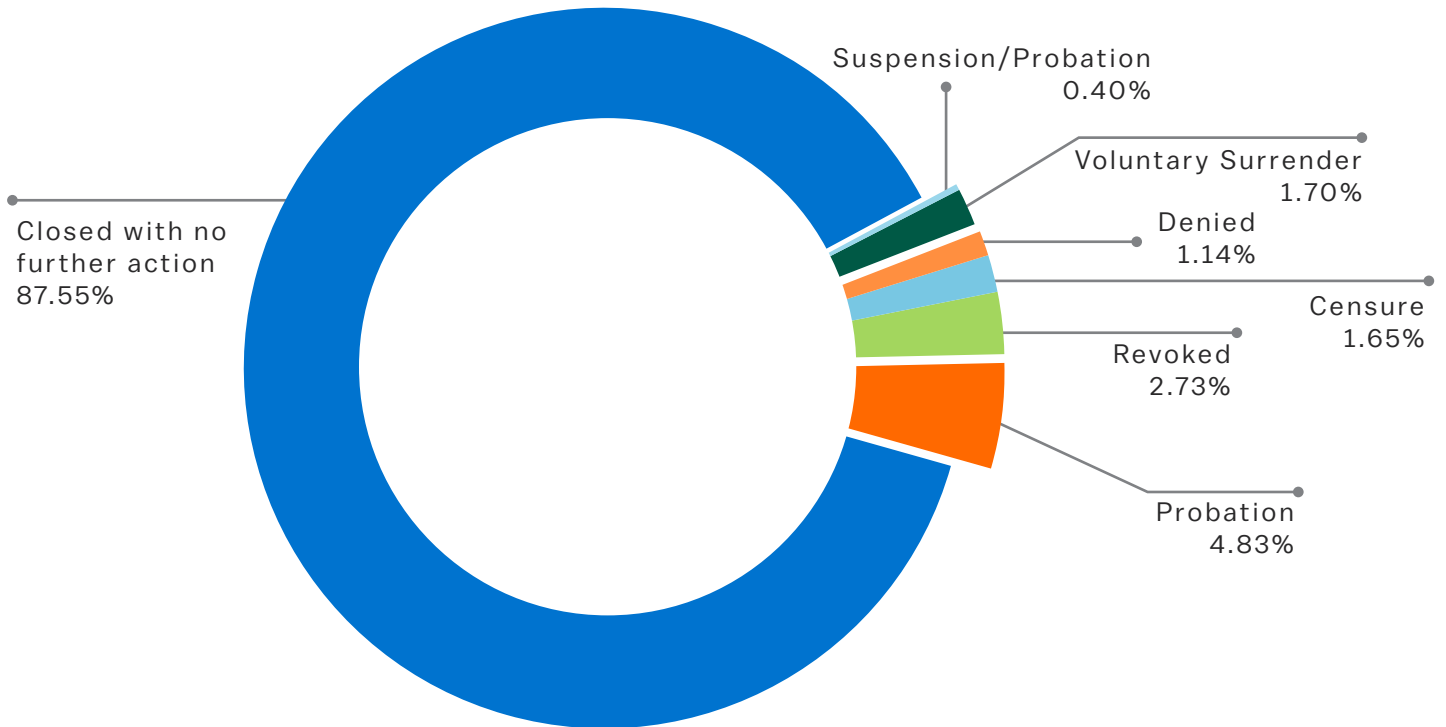
The Board has the authority to conduct three types of hearings: disciplinary after the Administrative Hearing Commission (AHC) has determined there is cause for discipline; disciplinary when the Board receives a certified copy of a sentence and judgment in a criminal proceeding, receives discipline from another state, or receives certified records finding the licensee has been judged incapacitated or disabled; and probation violation. When the Board determines to pursue disciplinary action, a settlement agreement is generally offered. If the licensee does not agree with the settlement agreement, the matter is filed with the AHC to determine if there is cause to discipline the license of the nurse. If the AHC determines there is cause, a disciplinary hearing before the Board is conducted to determine what disciplinary action should be taken. In FY 2019, 84 disciplinary hearings were conducted. Once a licensee has been placed on discipline, they are required to abide by the terms of the disciplinary agreement or Board order. If they do not, a violation hearing before the Board is conducted to determine what additional disciplinary action should be taken. In FY 2019, 63 violation hearings were conducted by the Board. If the Board receives certified court records of a criminal finding of guilt or incapacitation or disability or evidence of discipline from another state, the Board determines whether cause exists to discipline the license and if so, what, if any, discipline is appropriate.

COMPLAINT CATEGORIES FY 2019

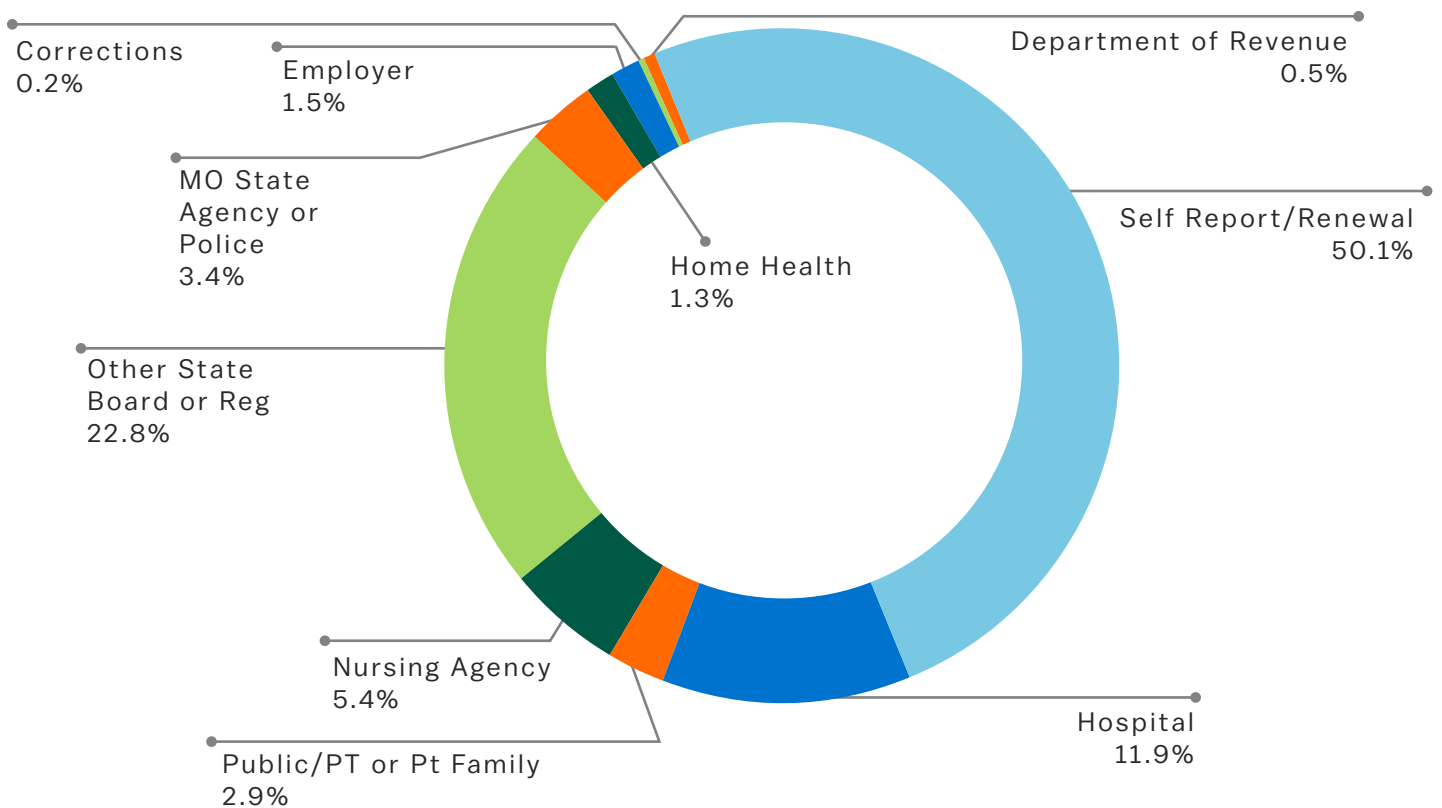
1. Criminal 30%
2. Alcohol/Drugs 21%
3. Tax noncompliance 1%
4. Discipline or EDL 25%
5. Practice 18%
6. Unlicensed Practice 4%
7. Failed Alternative or Intervention Program 1%
8. Lawful Presence (not reflected on chart as the percentage of cases is less than 1%)
9. Fraud (not reflected on chart as the percentage of cases is less than 1%)



FINAL ACTIONS FY 2019



CLOSED COMPLAINTS BY SOURCE FY 2019



FINANCIAL INFORMATION

The Board of Nursing operates solely on fees that are received from the licensees the Board regulates. The Board deposits all fees received in the state treasury and credits them to the State Board of Nursing. The Legislature then appropriates money from the fund to the Board of Nursing each year to pay all administrative costs and expenses of the Board.

Revenue & Expenses	
Beginning Fund Balance	\$8,007,559.01
Total Revenue Received	\$5,997,332.16
Total	\$14,004,891.17

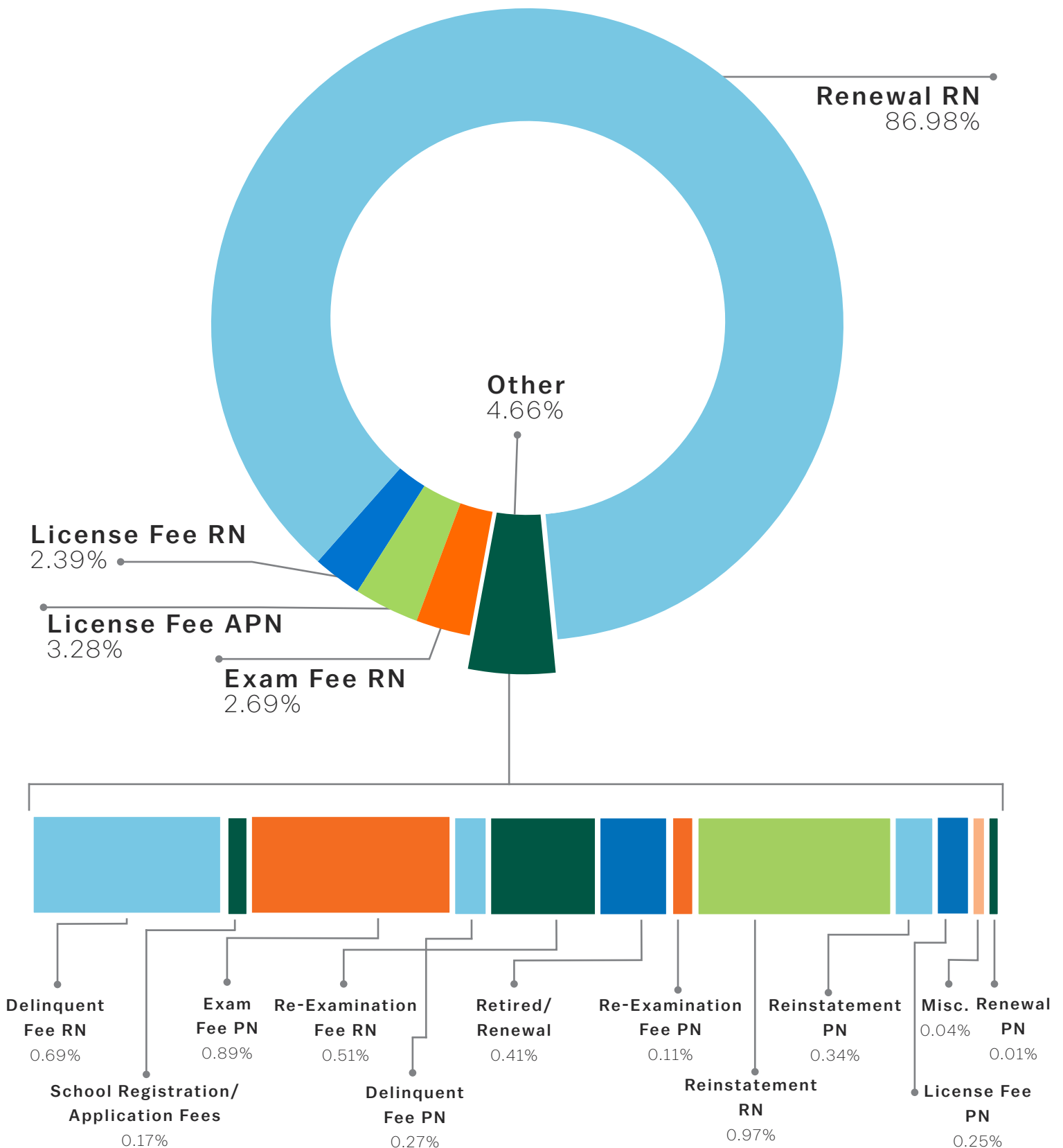
Actual Operating Expenses—FY 2019	
Amounts below represent actual amounts utilized including transfers	
Expenses & Equipment/Grants	\$577,508.00
Personal Services/Per Diem	\$1,216,548.86
Transfers (see below)	\$1,718,155.51
Nurse Education Incentive Grant	\$827,461.74
Total Operating Expenses	\$4,339,674.11
Ending Fund Balance FY2019	\$9,665,217.06

NURSING FUND TRANSFERS

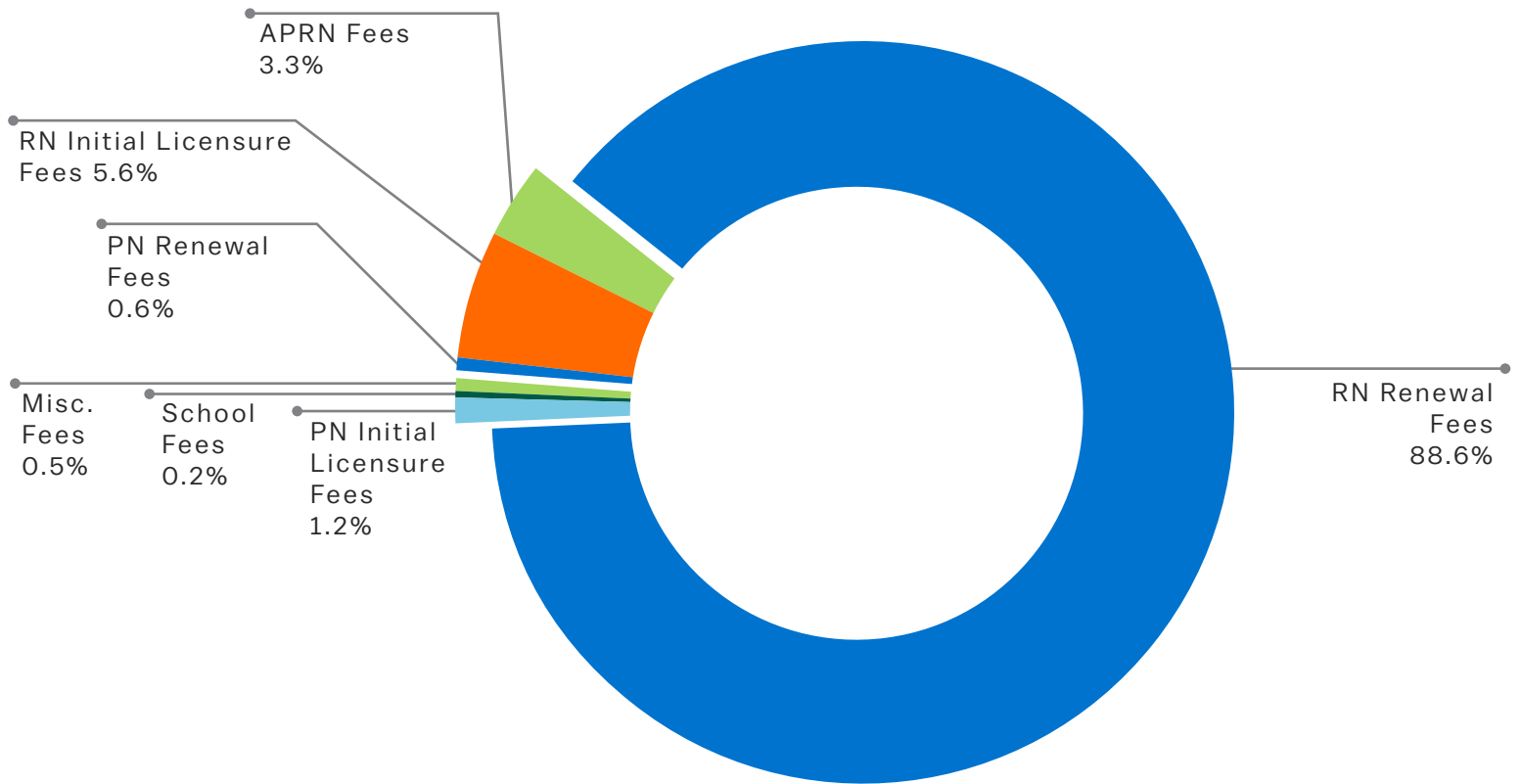
Transfers consist of monies that are transferred directly from the Board of Nursing fund to various funds and/or entities to pay for services and other operating costs that are not a part of the money that is appropriated to the Board for board specific expenses and equipment and personal services/per diem. These transfers occur each fiscal year but the amounts vary. Transfers in FY 2019 were as follows:

Nursing Fund Transfers	
Rent	\$47,472.47
Fringe Benefits	\$684,848.28
DIFP	\$51,096.25
Refunds	\$400.03
Professional Registration	\$798,110.93
OA Cost Allocation	\$49,074.00
AG & AHC Transfers	\$16,930.29
Carryover Transfers	\$70,223.26
Total Transfers	\$1,718,155.51

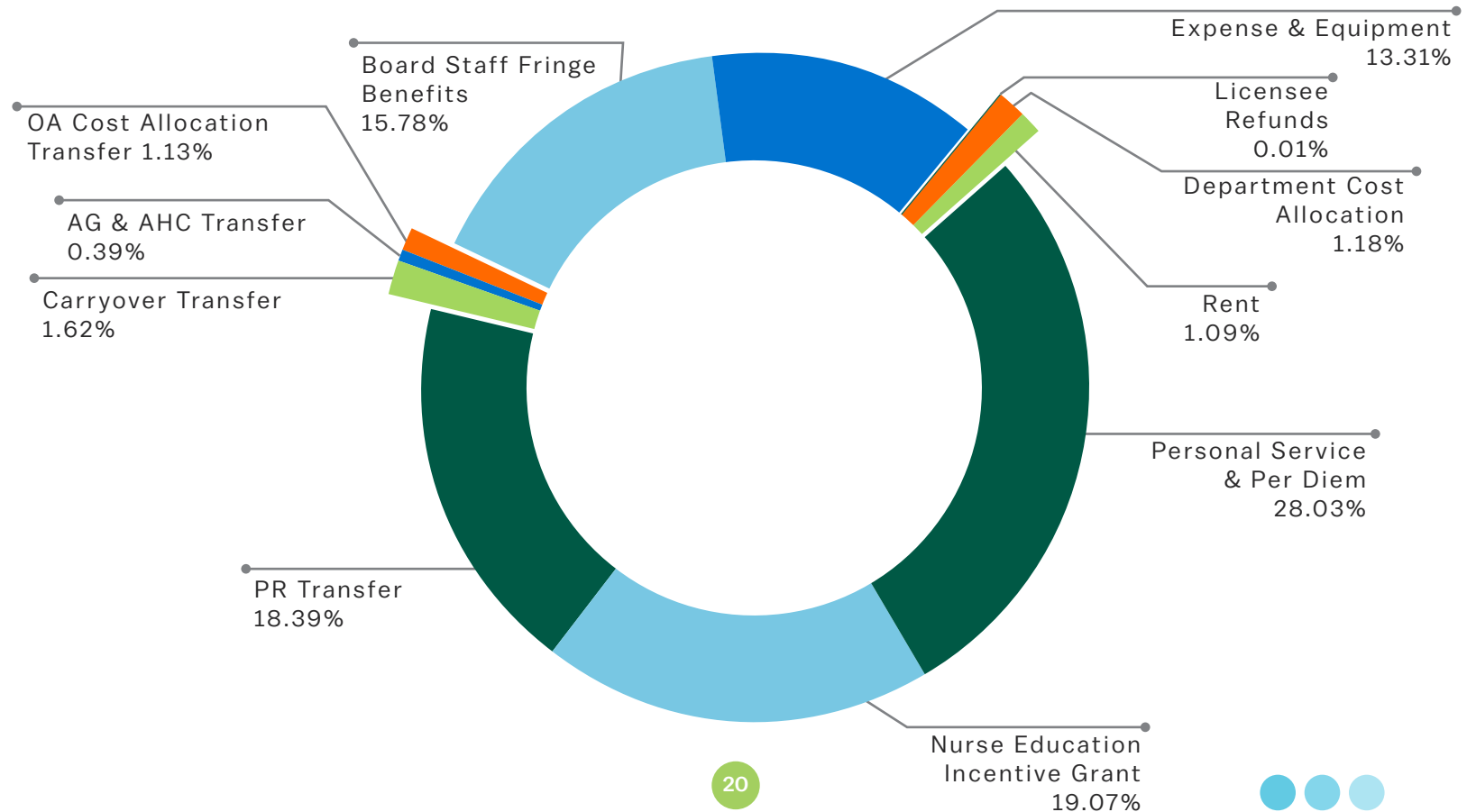
ACTUAL REVENUE FY 2019



SOURCE OF FUNDS FY 2019



USE OF FUNDS FY 2019



BOARD OF NURSING



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